



The right answer.

**Do Washington businesses
feel WorkFirst is the right
answer for their hiring needs?
Without question.**

Spokane’s Logan Industries employs about 150 workers who build cable parts and products for other companies. And, since day one, they’ve posted job openings with WorkFirst.

Cammie Hill, human resources manager, says, “We post openings with the program because it’s a benefit. We get the opportunity to advertise our openings for free.”

Hill works closely with WorkFirst staff member Vang Xiong, who credits her with good personnel leadership. “She saved Logan money in hiring costs while being receptive and open to hiring workers with limited English, but with the willingness to succeed and be productive.”

One WorkFirst participant joined Logan when his firm moved its production to Mexico. After a desperate search for work, the participant and his wife both found jobs that allowed them to move off welfare and into self-sufficiency. In fact, they’ve recently purchased a home in a secure neighborhood. This is simply one of many examples.

Hill believes that a primary challenge in working with the WorkFirst program involves identifying which workers arrive on the job with extra services and benefits to the employer. “Sometimes it’s a surprise,” she says. “But we’d like to know when we can qualify for incentives such as tax credits.” Hill also says she’d improve the program by making more employers aware of the Earned Income Credit, a tax that allows WorkFirst workers to take home more of the earnings.



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Sold on WorkFirst.

The retail industry is sold on hiring job-ready candidates from WorkFirst.

Lynnwood's Sears, Roebuck and Company has found a powerful resource in its plan to stay competitive, according to human resources manager Karl Thoresen. And that resource is WorkFirst. "In the last month I've hired six WorkFirst participants," states Thoresen. "WorkFirst recruits have become an invaluable resource for us through the years."

"They bring maturity to our workforce, understand the world around them and generally demonstrate a strong sense of responsibility. They've weathered rough times." Thoresen finds job candidates in job fairs and straight from the WorkFirst job search workshop.

One WorkFirst participant who hadn't worked in some time became the Lynnwood store's tool expert. "Jim gained confidence and eventually helped us build and open our new Tool Territory section. He felt a sense of ownership," Thoresen said.

Sears has also created a new management ladder, available to motivated WorkFirst candidates. Plus, Sears offers tuition reimbursement for up to 1,000 credit hours and \$3,000 per year, an incentive that lowers staff turnover. Not only that, Sears routinely uses the WorkFirst tax credits and encourages employees to use the Earned Income Tax Credit (EITC) to take home more income. They also promote the EITC through their store newsletter.

Thoresen, who participated in private and public partnerships since the early 90s, says that WorkFirst has proven to be one of his best collaborations.



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The one to pick.

According to the Food Processing industry, WorkFirst is the right one to pick for qualified workers.



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First-Class hospitality.

WorkFirst is first-class when it comes to providng the Hospitality industry with job ready candidates.



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A healthy choice.

**Healthcare's staffing needs
are healthier than ever,
thanks in part to WorkFirst.**



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Right on the money.

**When it comes to providing qualified
workers for the Banking industry,
WorkFirst is right on the money.**

WASHINGTON
WorkFirst
Help for Washington Business

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